National Guard Bureau

The Office of Equal Opportunity and Civil Rights

Creating a Culture of Diversity Competence

"Equal Opportunity… The Watermark"
EO/EEO TRAINING CONFERENCE
30 April – 4 May 2007

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Introduction

CREATING A CULTURE OF DIVERSITY COMPETENCE:

A SUPERVISOR'S PERSPECTIVE

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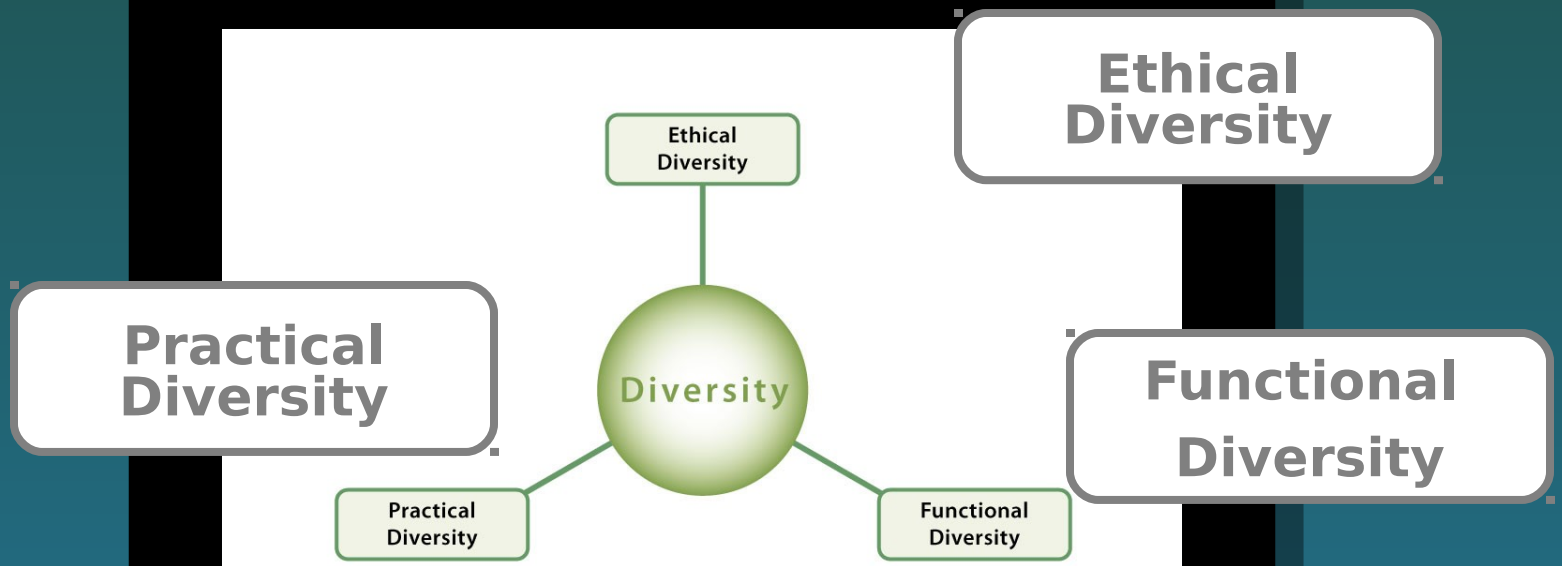
Understanding Diversity



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DIVERSITY DIAMOND

HEAD: UNCONSCIOUS DRIVES

BODY: PHYSICAL LOOK

HEART: EMOTIONAL, SOCIAL, AND, CULTURAL INTELLIGENCE

SPIRIT: THE 4 VIEWS OF GOD

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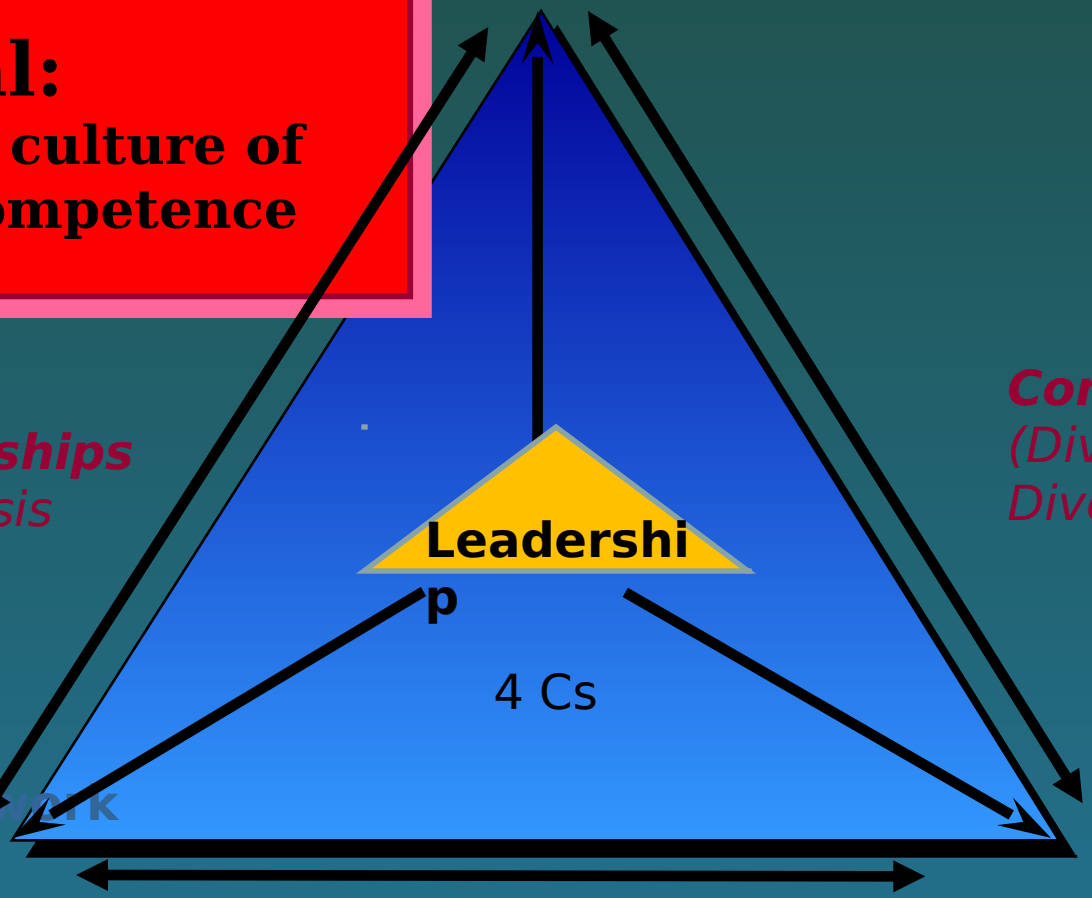
Diversity Navigator

The Goal:
To create a culture of diversity competence



Combat Bias
(Diversity Training
Diversity Evaluation)

Build Relationships
(Special Emphasis
Groups
Mentoring)

Establish Responsibility
(Task Forces and Strong Diversity Manager)

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Leadership: The 4 Cs

Be Committed to see progress no matter how busy

Be Clear about your support for diversity

Be Communicative. Communicate your feelings about all aspects of diversity to all levels of the organization

Be Courageous. Take the actions necessary to see this through

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The Structure

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The Structure Con't

- Appoint a fulltime Diversity Officer (Manager)
- Aggressively support Affirmative Action Program
- Track diversity hires of leaders and conduct regular meetings to get update on high potential members, especially women and minorities

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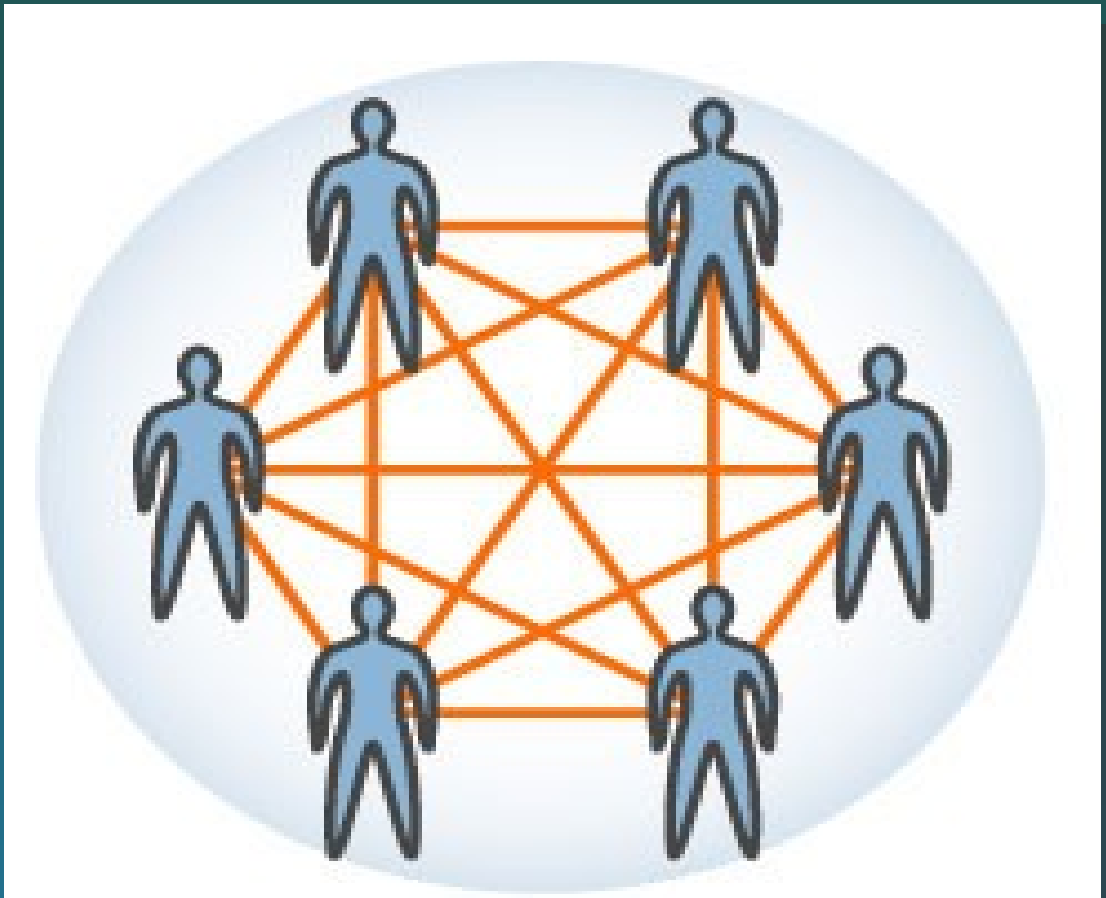
Networks: Building Relationships



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Build Relationships…

Through mentoring. Support the mentoring program and use various forms to include group, informal, and formal
Through Special Emphasis Groups. Reinvigorate the SEPs to generate enthusiasm and buy in from the rank an file

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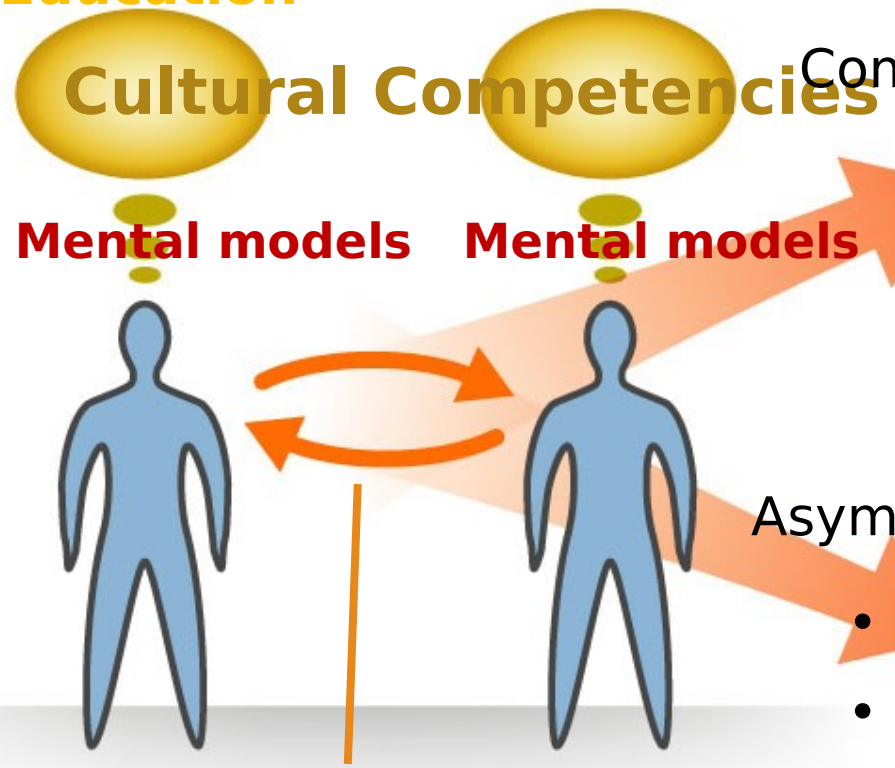
Enhance Mindsets: Cultural Diversity Competencies

Education



Relational Processes:

- Communication
- Cooperation
- Trust

Combat Readiness:

- Morale
- Teamwork
- Motivation
- Retention

Asymmetric Advantage:

- Creativity
- Innovation
- Team Synergy - the whole is greater than the sum of its parts

Mission Capability

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Enhance Mindsets…

By providing training that focuses on unconscious biases, identifying strengths, and improving the members relevant skills and intelligence

Provide education and training on the major components of diversity i.e the Diversity Diamond, cultural diversity competencies

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Project G.L.O.B.E Cultural Diversity Competencies

- Foresight
- Communicative
- Trustworthiness
- Dynamic Presen
- Confidence Build
- Positive Attitude
- Respect

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10 Principles of Culture

- Cooperating Norms
  - Mutual Trust; trust your collea
  - Reciprocity; live by the golden
  - Shared Purpose; put the organization's interest before your own

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Attitude: The Difference Maker

- Attitude has been identified by social scientist as the single most important variable in people who successfully achieve their goals

- A positive attitude can be developed and e

ude the Difference M

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The Diversity Navigator

The Goal:
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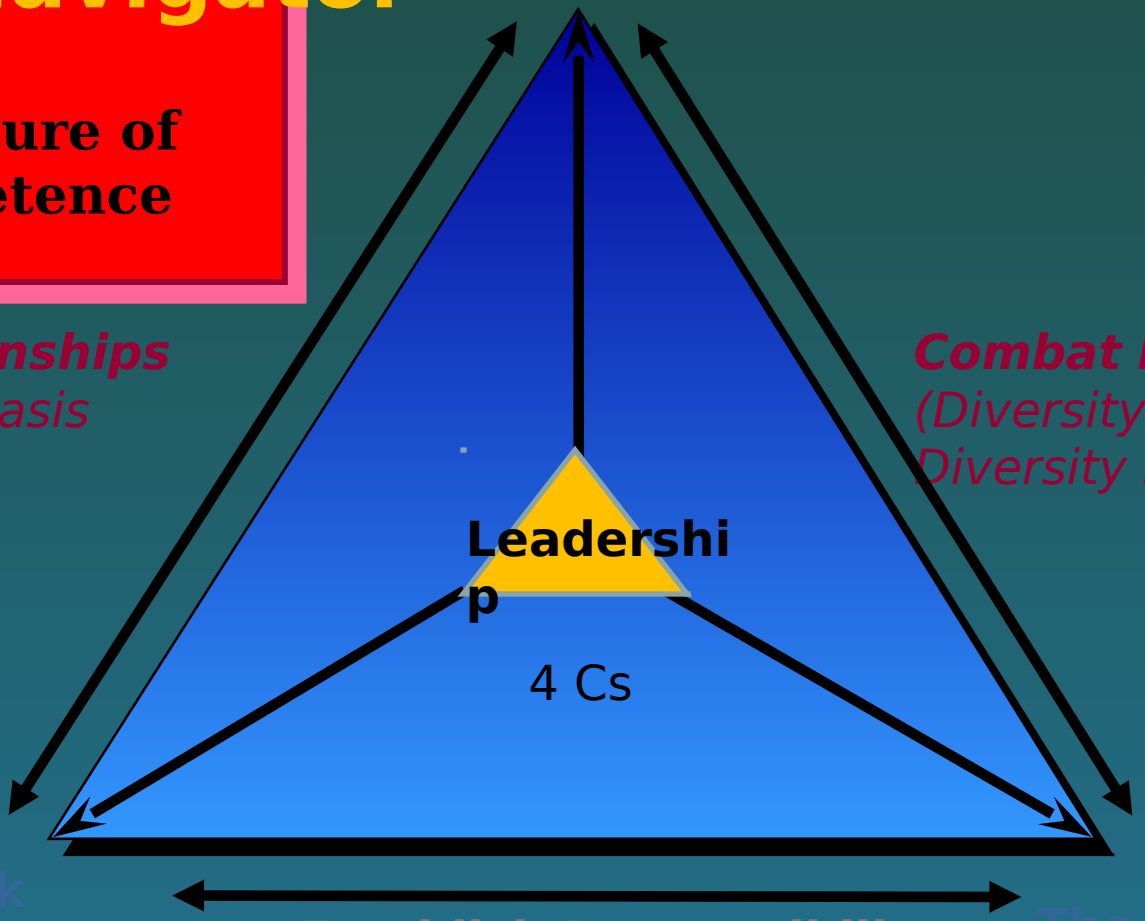

Build Relationships
(Special Emphasis Groups Mentoring)

Combat Bias
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In Summary

- For diversity to thrive you must first create the culture
- The Diversity Triangle will help you restart a diversity initiative gone stale
- There are 6 leadership and 10 cultural principle/competencies that are essential to develop
- Never give up hope…

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QUESTIONS?